



CSU, CHICO BY THE NUMBERS – November 2020

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Hispanic & Latinx Enrollment Outpaces Employee Diversity at CSU, Chico

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For this month's By the Numbers report, we use newly-created data dashboards to first review the ethnic and racial composition of California's counties and the CSU, Chico Service Region, and then show how demographic changes in student enrollment compare with changes in the composition of staff and faculty on the CSU, Chico campus.

County-Level and Service Region Racial & Ethnic Composition

Using the California County and CSU, Chico Service Region Diversity Dashboard, which displays the most recent statewide population estimates from the Census Bureau's 2018 American Community Survey, we can see that California's racial and ethnic population distribution varies significantly by region. For instance, as shown in Figure 1, the state's Hispanic / Latinx population is proportionally much larger in the Central Valley and in Southern California, but is also quite large in nearby Colusa County, where Latinx residents made up an estimated 59% of the population in 2018. In contrast, as shown in Figure 2, much of Northeastern California's counties and the CSU, Chico Service Region had larger proportions of White residents than the average California county: while the statewide population was 54% Non-Hispanic White in 2018, the CSU, Chico Service Region was 67% Non-Hispanic White. In contrast, while Hispanic / Latinx residents comprised roughly 30% of the statewide population in 2018, they made up only 23% of the Service Region population.

Student and Employee Diversity at CSU, Chico

The Office of Institutional Research at Chico State has recently released a series of Diversity Dashboards that can be used to develop empirical insights on important issues of inclusion and equity on our campus. One key issue is how well changes in the diversity of our student body are reflected in the diversity of staff and faculty on campus. Drawing from the county- and region-level comparisons above, this report will focus on changes in the Hispanic / Latinx and White Non-Hispanic populations.

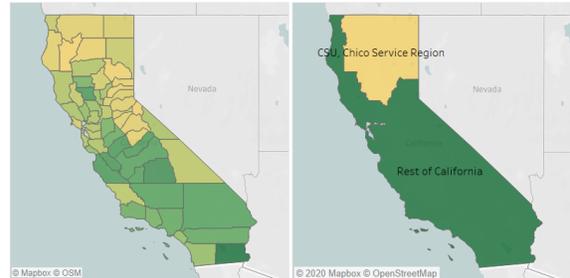


Figure 1. Hispanic / Latinx Population Concentration by County and CSU, Chico Service Region, 2018 (green indicates higher concentration).



Figure 2. Non-Hispanic White Population Concentration by County and CSU, Chico Service Region, 2018 (green indicates higher concentration).

Figures 3 through 6 show the proportions of CSU, Chico employees (including staff, faculty, and administrators) and enrolled students by race and ethnicity for the Fall 2012 and Fall 2019 terms. The bubbles are shaded by racial / ethnic group and their sizes are scaled based on each group's respective proportion of the employee and student population.

As can be seen, Non-Hispanic Whites made up a majority of both employees (79%) and students (55%) in Fall 2012. While Hispanic / Latinx students were the second-largest student group in Fall 2012, comprising 19% of all students, they made up only 6% of employees. By Fall 2019, Hispanic / Latinx student enrollment had increased dramatically to 34% of all students, and White Non-Hispanic students were a plurality, but no longer a majority (44%), of enrolled students. However, staff, faculty, and administrators remained largely Non-Hispanic White (72%) in Fall 2019, with less than 9% identifying as Hispanic / Latinx.

Changes in student enrollment can and often do occur more quickly than changes in employee hiring: students cycle through the university every four to five years, while employees might remain at their jobs for decades. Nevertheless, empirical research has suggested the importance of all students being served by diverse staff and faculty¹. With regards to Hispanic / Latinx students specifically, imbalances in student and employee

representation also speak to broader debates about what it means to *serve*, rather than simply *enroll*, these students at CSU, Chico as a federally-designated Hispanic-Serving Institution (HSI)². [As more than half of all Californians under the age of 20 are Hispanic / Latinx](#), issues of inclusion and representation in California's public higher education systems will only become more critical in the years to come.

Employee - 2012 by Race/Ethnicity

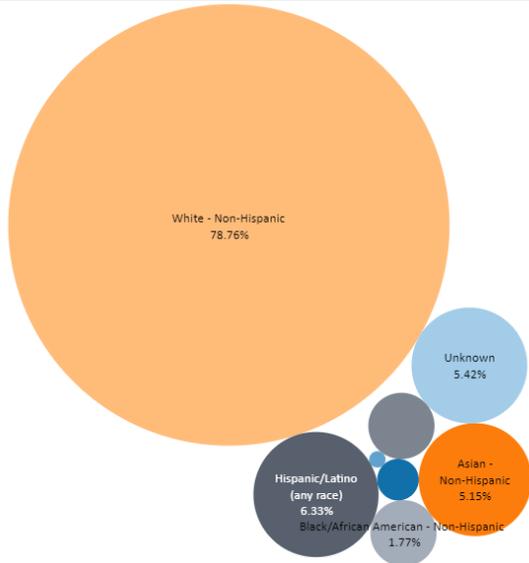


Figure 3. Employee Racial & Ethnic Composition, Fall 2012

Employee - 2019 by Race/Ethnicity

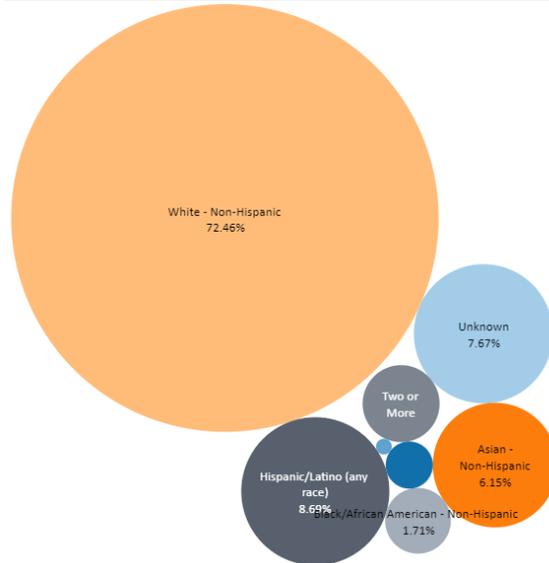


Figure 4. Employee Racial & Ethnic Composition, Fall 2019

Student - 2012 by Race/Ethnicity

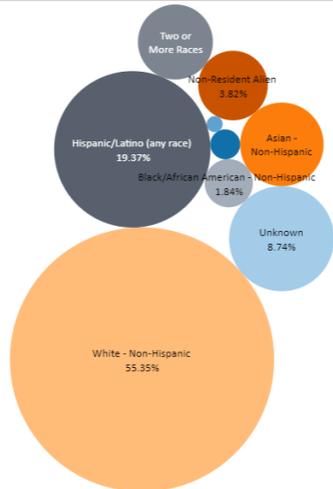


Figure 5. Student Racial & Ethnic Composition, Fall 2012

Student - 2019 by Race/Ethnicity

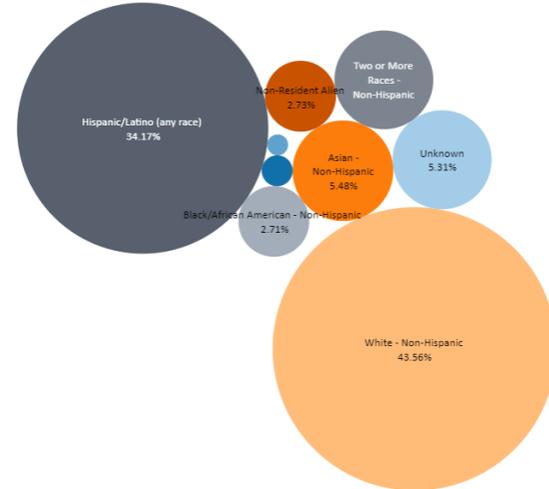


Figure 6. Student Racial & Ethnic Composition, Fall 2019

¹ E.G., Llamas, Jasmin D., Khoa Nguyen, and Alisia G.T.T. Tran. 2019. "The Case for Greater Faculty Diversity: Examining the Educational Impacts of Student-Faculty Racial/Ethnic Match." *Race Ethnicity and Education*, 1-17; Stout, Rebecca et al. 2018. "The Relationship Between Faculty Diversity and Graduation Rates in Higher Education." *Intercultural Education* 29(3): 399-417.

² Garcia, Gina A. and Anne-Marie Núñez. 2019. "Toward a Multidimensional Conceptual Framework for Understanding 'Servingness' in Hispanic-Serving Institutions: A Synthesis of the Research." *Review of Educational Research* 89(5): 745-784.